



STATE OF WASHINGTON  
DEPARTMENT OF LABOR AND INDUSTRIES

Specialty Compliance Services  
PO Box 44400 • Olympia, Washington 98504-4000

August 28, 2003

Dear Forest Products Industry Stakeholder,

Enclosed is a copy of the Department of Labor and Industries' (L&I) Farm Labor Contractor (FLC) checklist packet. These materials represent a great deal of time and energy by the department, landowners, business operators, associations, and workers that assisted in the development process and are intended to support compliance with Washington's farm labor contracting laws. These laws were enacted in 1955 and significantly expanded in 1985 in order to protect vulnerable workers and to clarify employer liability in the event of non-payment of wages or mandated benefits.

The packet is divided into several sections. The first section is a fact sheet that summarizes the applicable requirements and definitions of those affected by the specialized forest products and farm labor contractor laws.

The second section is a set of checklists for harvester employees, farm labor contractors, shed operators, and landowners. These checklists are intended to help avoid employer liability by identifying individuals that may be unlicensed FLC's. "Liability" means that the shed operator or landowner could be responsible for unpaid wages and other financial obligations of the FLC. There are also simple-to-use ledgers that can be filled out to assist in the determination of compliance with the standards. In addition, the section includes a FLC checklist that is designed to help a harvester that sells forest products determine if they are a FLC and, therefore, must be licensed with Labor and Industries. It is important to note that an unlicensed FLC could receive significant monetary penalties for failing to become licensed. Finally, the employee checklist informs FLC employees of their rights under the various laws that apply to this industry.

The third section contains a set of the applicable laws. The fourth section contains a list of the current licensed farm labor contractors. This list is updated monthly and can be found on our web site at <http://www.LNI.wa.gov/scs/workstandards/farmlabr.htm>.

We hope this informational packet of materials is beneficial to individuals involved in the forest products industry. Finally, I would like to thank all of those stakeholders that came to our meetings in late May and early June to assist us in compiling this material and for all of the support we have received in this important project.

Sincerely,

A handwritten signature in black ink, appearing to read "Patrick Woods", is written over a horizontal line.

Patrick Woods  
Assistant Director, Specialty Compliance Services

Enclosures